

From the Write ups of OPG (Excerpts only)



VRS

Letter to HR dt 15-7-2008

We oppose VRS. Namboodri criticized NFTE's Replacement proposal which was welcomed by workers. He wanted National Council to accept 48A to give credit for 5 years. BSNL management rejected it. And on the contrary introduced CDA Rules to retire any person after the age of 55 without providing right of appeal.

Minister Raja declared he will send out 22000 workers and MOS told in the parliament about compensation. Under the present political situation this is not possible.

Letter to Mishra dt 30-7-2010

“You are aware that there is no VRS scheme in Govt Services. However BSNL amended 11of rule 37A and introduced sub clause... But none agreed as the relief proposed is only Pro rata pension. If Pitroda committee had been informed this, the committee would have made some other recommendations for reduction of surplus if any.

In respect of surplus staff if the Govt even now accepts recommendation of the BSNL'S NC taken in 2003 viz to retire surplus staff above the 55 year age and pay

him full pension which he would have got on superannuation, by grant of notional increments the problem would have been solved.

5th NC Proceedings (2003)

At the outset, Shri O P Gupta SG NFTE pointed out that **VRS as such does not apply to BSNL absorbed as per the strike agreement as well as provisions made in Rule 37 A.** Gupta further added that keeping in view the skill and age profile of BSNL employees and the technological changes taking place in the field, to maintain competitive edge of BSNL, it is high time to take appropriate action for replacement of existing staff on the pattern of railways by their children.

It was pointed out **by the management that the inference of applicability of VRS in case of privatization, as per 37A is not correct.** Moreover, having a VRS in true spirit of making it voluntary is definitely the need of the hour.

SG (Gupta) pointed out that unions in principle are against any VRS. It was clarified by the management that launching of any VRS on conventional lines may be debatable but it should not preclude BSNL from having such a scheme.

In view of the typical retirement profile, it emerged that a VRS covering employees of 55 years age and above may be considered by giving all the increments, which the official would have otherwise earned by continuing in service corresponding to age of superannuation. The pensionary benefits including commutation be settled taking into consideration the additional increments and service weight age as per the standing instructions.

The management will keep its right of rejecting any official's retirement request.

The posts vacated by such employees will be treated as abolished permanently.

VRS

The Circle Secretaries meet decided to seek modification of VRS mooted by the management to Replacement Scheme whereby a son or daughter of the employee offered a job in his place. The proposal is based on the scheme introduced in Railways

Whether any financial assistance or budgetary support can be extended by the govt to Mini Ratna in any form like grants soft loans etc?

DPE: Yes, but once budgetary support is taken, they will no longer remain eligible for the Mini Ratna status.

DOTs Proposals to Pension department to incorporate in the pension rules

In the event of disinvestment to the extent of 51% or more, the absorbed employees, the absorbed may opt to continue in the service of the disinvested company or to seek VR.

In case the employee opts for VR, he shall be eligible for pensionary benefits calculated on the basis of his notional pay on the normal date of superannuation, by allowing notional increments in the scale taking into consideration his notional qualifying service up to the date of superannuation

For this the PSU shall make pensionary contribution to the GOVT for such notional service for the purpose of pension on the same lines as in the case of serving employees.

Viability

GOM Decisions (2000)

GOM has decided that BSNL would be duly compensated for discharging obligations towards rural telephony or any other uneconomic service, in accordance with the directive for the implementation of NTP1999

Realising that it would be potent instrument in the hands of Govt for achieving its social objectives to spread telecom network in the country. **GOM has further decided that under no circumstances it would allow BSNL to become unviable as it has always to be kept in a strong and healthy condition.**

MTNL Merger

Letter to Maran dt 20-4-2006

“We welcome such a proposal as a necessary pre-requirement not only for facing competition with the private sector but also to improve the functioning of the state sector to meet the raising expectations of the public

It is our earnest request that the issues relating to uniform service conditions be settled before hand over (pension to mtnl etc) if GOVT decides not to have joint functioning of the two corporations by forming a holding company